

GOVERNMENT OF ANDHRA PRADESH
ABSTRACT

The Andhra Pradesh Shops and Establishments Act, 1988 – M/s MAS GMR Aero Technic Limited, Hyderabad - Exemption from certain provisions of the Andhra Pradesh Shops and Establishments Act, 1988 - Granted – Orders - Issued.

LABOUR EMPLOYMENT TRAINING & FACTORIES (LAB.IV) DEPARTMENT

G.O.Ms.No.56

Dated: 16.05.2012

Read the following:-

1. G.O.Ms.No.83, LET & F (Lab.IV) Dept., dated: 15.9.2009.
2. From Chief Executive Officer, M/s MAS GMR Aero Technic Limited, Hyderabad, dated: 11.01.2012.
3. G.O.Ms.No.55, LET & F (Lab.IV) Department, dated: 16.5.2012.

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ORDER

In the reference 2nd read above, the Management of GMR, Hyderabad M/s MAS GMR Aero Technic Limited, Hyderabad has represented that M/s MAS GMR Aero Technic Limited (MGAT) is incorporated under the Companies Act, 1956 and is a wholly owned subsidiary of MAS-GMR Aerospace Engineering Company Limited ("MGAE").

2. Whereas, MGAT has registered under the Andhra Pradesh Shops and Establishment Act, 1988 (hereinafter referred to as "Act") for undertaking the said business of MRO.

3. And whereas the MGAT is situated in aviation specific Special Economic Zone developed by GHIAL and is governed by the Special Economic Zone Act, 2005. The main purpose of Special Economic Zone Act is to promote export and attract foreign investment in the country and improve net foreign exchange (FOREX) earnings by providing special incentives and benefits to Special Economic Zone Units and make them internationally competitive. Section 53 of the Special Economic Zone Act specifies overriding effect to any other applicable laws to the extent it is inconsistent with the Special Economic Zone Act.

4. And whereas the MGAT sought for exemption from all the applicable provisions relating to Establishment under Andhra Pradesh Shops and Establishment Act, 1988 in exercise of its powers under Section 73 of the said Act, in the interest of smooth and efficient operation of the First MRO facility in Andhra Pradesh, India.

5. And whereas, para 2, 3(c) of the State Support Agreement dated 30.09.2003 on the exemption do not contemplate the exemption from the provisions of the Act, 1988;

6. And whereas after careful consideration of the proposals of M/s MASGMR Aero Technic Limited, Hyderabad, Government of Andhra Pradesh decided to exempt M/s MAS GMR Aero Technic Limited, Hyderabad from the application of the provisions of sections 15,16,17,21,22,23, 30,31,38,47 and 68 of the Andhra Pradesh Shops and Establishment Act of 1988 for a period of two years from the date of issue of the following notification on the lines of orders issued in the G.O. third read above.

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7. Accordingly, the following notification will be published in the Extraordinary issue of the Andhra Pradesh Gazette.

NOTIFICATION

In exercise of the powers conferred under sub-section (4) of Section 73 of the Andhra Pradesh Shops and Establishments Act, 1988 (Andhra Pradesh Act No. 20 of 1988), the Government of Andhra Pradesh hereby grants exemption to M/s MAS GMR Aero Technic Limited, Hyderabad from the provisions of sections 15,16,17,21,22,23, 30,31,38,47 and 68 of the Andhra Pradesh Shops and Establishments Act, 1988 Andhra Pradesh Act No.20 of 1988 for a period of two (2) years from the date of issue of these orders subject to the following conditions:-

- (i) Weekly working hours for an employee shall be 48 hours. For the Work done beyond 48 hours, employee is entitled to overtime wages.
- (ii) Every employee shall be given a weekly off.
- (iii) The management is permitted to engage women employees during night shift subject to provision of adequate security during the course of employment and to and fro transport from their respective residences.
- (iv) Every employee shall be given compensatory holiday in lieu of attending duty by him/her on a notified national /festival holiday with wages under provision to sub section (2) of section 31 of the Andhra Pradesh Shops and Establishments Act, 1988 if they work on notified holidays.
- (v) The Organisation shall obtain Bio-Data of each driver and conduct pre-employment screening of the antecedents of all drivers employed on their own or through outsourcing. The details of such as driving license, Photographs, address, telephone No. / Mobile No. etc of the drivers shall be available with the respective companies.
- (vi) Every employee shall be provided with identity cards and all other welfare measures to which they are eligible as per the rules in force.
- (vii) The Schedule and route of the pick up and drop shall be decided by the supervisory Officer of the company on every Monday (If the Monday is the holiday next working day in a week). In case of exigencies change of drivers /routes /shifts shall be allowed only with the prior knowledge of supervisory officers/employees.
- (viii) The telephone number particularly mobile phone numbers and addresses of the women employees shall not be disclosed to un authorized persons.
- (ix) Careful selection of routes shall be made in such a way that no women employees shall be picked up first and dropped last.

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(x) It is desirable that the company shall randomly check the vehicles on various routes and.

(xi) Company shall have a control room / Travel desk for monitoring vehicle movements.

8. The exemption granted under para 7 above of this order may be revoked at any time with out prior notice.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF ANDHRA PRADESH)

JAGDISH CHANDER SHARMA
PRINCIPAL SECRETARY TO GOVERNMENT

To

The Commissioner of Printing and Stationery, Andhra Pradesh, Hyderabad.

The Commissioner of Labour, Andhra Pradesh, Hyderabad.

Copy to

The M/s MAS GMR Aero Technic Limited, Plot No.1, C/o GMR Hyderabad
Aviation SEZ Limited, Rajiv Gandhi International Airport,
Shamshabad, Hyderabad-500 409.

The Law (B) Department.

Sf/Sc.

//FORWARDED::BY ORDER//

SECTION OFFICER